

DARDR Action Plan Guidance and Template

Guidance for completing the Action Plan Template on the following page:

Recommendation	Action to take	Lead Agency/ Accountable Professional	Target Date	Progress (Milestones, risks, further actions)	RAG	Outcomes / Measures
This is the numbered recommendation from the DHR.	<p>This is the action you will take to address the recommendation. It should be SMART; Specific, Measurable, Achievable, Realistic and Timely.</p> <p>(Additional rows can be added for multiple actions)</p>	This is the agency and named individual responsible for progressing this action.	This is the intended date for the completion of this action.	Here you can add notes on the progress already made, any risks to progress and any additional actions that have had to be taken to allow progress.	Progress status (see below)	Here you should add notes regarding your intended or achieved outcomes from completing these actions, and how this will be measured. (This should be more specific than repeating the recommendation.)

RAG rating: Each action should be given a RAG (Red, Amber, Green) rating according to the following definitions.

Progress/indicator RAG status	
	Work is significantly behind schedule and no progress has been made, and/or Progress has been made but the timescale has not been achieved.
	Progress is being made, progress is good and the action is likely to be achieved within timescale. Or the action has been completed but evidence is required to demonstrate achievement.
	The action has been completed and there is a record of evidence to support its completion.

DHRRMO2 - Action Plan

[illegible]

xxiii. Surrey County Council to ensure that cultures where misogynistic norms are prevalent, and may impact on violence against women and girls, are included in the county domestic abuse training offer.	Training providers to be notified of this review	Sonia Knight	Dec-24	The DAMB training and Education Subgroup is reviewing the DA and VAWG training offer across Surrey County Council in light of themes found across DHRs, including this review.	Ongoing	
Adult Social Care						
xx. Adult Social Care to ensure that SCARF referrals are logged on the client database (LAS) and not stored separately, ensuring they are readily available for review.	Policy amendment to be undertaken	Ekpen Azua	Mar-25			
Surrey Police						
xvi. Surrey Police to use the learning from this review to inform training regarding the use of allegations and counter-allegations by perpetrators of domestic abuse that hides the primary victims' experiences.		Andrew Pope	Mar-25	The events that this recommendation refers to occurred between 2013 -19 when structures were very different to today. Since then our entire force structure and response to domestic abuse has been refreshed and new updated guidance and training was introduced in 2022. There is now mandatory monthly domestic abuse training for officers and staff working in DA teams and victim blaming and counter allegations have specifically featured in this leading to better understanding. In addition to this a new HYDRA (immersive learning) package has been introduced for domestic abuse investigators.	Completed	Completed

xvii.Surrey Police to ensure that supervisory reviews include consideration of underlying dynamics of abuse and the potential of violent resistance as a response to coercive control.		Andrew Pope	Mar-25	In addition to the above the force are transitioning from the DASH risk assessment to the DARA model which is due to go live in Jan 25 and includes more comprehensive risk assessment that enables officers and supervisors to better understand and assess domestic abuse cases. Kent Police who have been using it for 4 years have seen a marked improvement in risk appreciation as a result.	Ongoing	DARA model to go live in January 2025.
xviii.Surrey Police undertake audits of risk reviews, with consideration to the potentially positive impact where these are provided by specialist supervisors as well as the inherent risk of grading down risk which disregards the voice of the victim.		Andrew Pope	Mar-25	The negative aspects of downgrading risk has been recognised as a result of other DHRs and the practice was discontinued in around 2020 so in that respect the learning has already been embedded in practice. Our changed structure as referred to above provides specialist supervisors who work in the domestic abuse environment and are therefore focussed on this one offence type leading (in conjunction with the training changes referred to above) to more specialist understanding of the dynamics of domestic abuse.	Completed	Completed
Central Surrey Health (0-19)						
xv.Central Surrey Health 0-19 service to develop a pop-up prompt on community health records ensuring that routine enquiry takes place with associated audits of practice in this area.	Exploration of prompt to be progressed Internal audit regarding routine enquiry is in place, regular audits to be undertaken	Kath Gregory	Mar-25			
General Practice (Chertsey Health Centre)/ ICB						

xii. Psychiatric Liaison Service to review and monitor the time scales for referrals to CMHRS following individuals' attendance at A&E departments.	Oversight mechanism to be developed to ensure that community mental health referrals are acted on in short timeframes.	Claudine Cox	Dec-24			
Ashford St Peter's Hospital - Maternity						
ix. ASPH Maternity staff to improve recognition and reporting of adult vulnerabilities during pregnancy through bespoke safeguarding training sessions.	Develop bespoke adult safeguarding sessions for midwifery	Jane Mitchell	Dec-24		In development	
Ashford St Peter's Hospital - General						
xi. ASPH to ensure staff can engage with Your Sanctuary training for ongoing development of understanding the continued effects of DA (including physical abuse and coercive control) on survivors.	Your Sanctuary to ensure training materials reflect the learning from this review. ASPH to ensure staff engage with YS training.	Jane Mitchell	Dec-24		Ongoing	1. Training resource to have been fully updated 2. Delivery of updated training package to improve understanding around longitudinal impact of DA.
x. ASPH staff to receive safeguarding training and updates with a focus on decision making and ensuring that all referrals are properly documented.	Training within the Emergency Department around children's safeguarding referrals	Jane Mitchell	Ongoing		Ongoing	1. Liaising with the ED to enable the safeguarding teams to facilitate ad-hoc training. 2. Documented training dates, and review of number of referrals made by the ED Team. 3. Improvement of documentation surrounding any safeguarding referrals made.
Children's Social Care						

vii.Children's Social Care case supervision to recognise that where parents split and reconcile on more than one occasion and domestic abuse is a repeating feature in child protection referrals, safety planning must recognise the ongoing risk and parallel plan for reemergence of previous risk behaviours.	The Learning from Practice sub-group of the SSCP to consider the recommendation and progress within case closure protocols.	Thomas Stevenson, CSC, QA & Performance	Mar-25			
viii.Children's Social Care practitioners should ensure that where extended family members are viewed as safe adults that their views are sought and incorporated within Child & Family Assessments.	The Learning from Practice sub-group of the SSCP to consider the recommendation and progress within case supervision protocols.	Thomas Stevenson, CSC, QA & Performance	Mar-25			
xx.Specialist Children's Services case supervision for children's social care to recognise that relationship breakdown is not necessarily a protective factor where there is domestic abuse.	The Learning from Practice sub-group of the SSCP to consider the recommendation and progress within case supervision protocols.	Thomas Stevenson, CSC, QA & Performance	Mar-25			
Education						

i.Establishment of good practice advice, guidance and training for education professionals and associated agencies/professionals to improve understanding of children's home environments and identification and reporting of 'away from home' caring arrangements, both with family and through private fostering methods, through the notification and recording of children staying away from the family home.	<p>Publication of good practice advice and guidance for education professionals and associated agencies / professionals</p> <p>Delivery of training for education professionals and associated agencies / professionals</p> <p>Communication to school communities to engage parents</p> <p>Establishment of in-house school systems to record temporary home arrangements</p> <p>Establish information sharing protocol across agencies to share intelligence and information when children are staying away from home</p>	Jane Dufton	Autumn 2024	On Target		
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ii.Establishment of good practice advice, guidance and training for education professionals and associated agencies/professionals to improve the identification of Young Carers with explicit recognition of gender-normative unconscious bias.	<p>Publication of good practice advice and guidance for education professionals and associated agencies/professionals</p> <p>Delivery of training for education professionals and associated agencies/professionals</p> <p>Establish information sharing protocol across agencies to share intelligence and information when children are identified as young carers.</p>	Jane Dufton	Autumn 2024	On Target		
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iii. Build on current Trauma Informed Practice Awareness that shapes how vulnerable children access the curriculum.	<p>Publication of good practice advice and guidance for education professionals and associated agencies/professionals</p> <p>Delivery of training for education professionals and associated agencies/professionals</p> <p>Establish information sharing protocol across agencies to share intelligence and information when children are identified as vulnerable</p>	Jane Dufton	Autumn 2024	On Target		
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iv.Establishment of good practice advice, guidance and training for education professionals and associated agencies/professionals to improved professional curiosity through utilising creativity and innovation that captures how we hear the voices of children particularly those for whom the school culture creates inaccessibility.	<p>Publication of good practice advice and guidance for education professionals and associated agencies/professionals</p> <p>Delivery of training for education professionals and associated agencies/professionals</p> <p>Establish information sharing protocol across agencies to share intelligence and information when children are identified as vulnerable</p>	Jane Dufton	Autumn 2024	On Target		
v.Establishment of good practice advice, guidance, and training for education DSL/DDSL to improve Record Keeping and analysis of records.	<p>Publication of good practice advice and guidance for education professionals and associated agencies/professionals</p> <p>Update DSL/DDSL training for education</p>	Jane Dufton	Autumn 2024	On Target		

vi.Establishment of good practice advice, guidance, and training for all agencies to improve the timeliness of information sharing between agencies to understand children's lived experience	Establish information sharing protocol across agencies to share intelligence and information when children are identified as vulnerable	Jane Dufton	Autumn 2024	On Target		
Surrey Public Health Team						
xxv. Surrey Public Health team to include alcohol screening as a practice recommendation within its updated Suicide Prevention Strategy	Audit-C tool to be included in the suicide prevention strategy	Nanu Chamber-Stanley	Winter 2024	Draft currently out for consultation		